

# **Individual Placement and Support**

## **Brief Program Description**

Individual Placement and Support (IPS) is a supported employment program model for people with severe mental illness that integrates clinical and vocational services within mental health agencies. The core IPS principles are to--

- Gain competitive, integrated employment
- Obtain the job directly, rather than through lengthy pre-employment training
- Integrate rehabilitation and mental health services
- Base job finding, disclosure, and job supports on consumer preferences rather than on provider's judgment
- Provide continuous assessment that is based in competitive work experiences
- Offer individualized "follow-along" supports

The IPS model uses a "place-train" approach, which assumes that clients benefit from learning on the job more than through pre-employment screening and training in sheltered work settings. IPS employment specialists work directly with clinical teams to ensure coordinated services. IPS specialists begin by helping people to conduct job searches and after securing employment, provide training and follow along support (i.e., counseling, transportation, intervening with an employer) as needed.

Studies showed that IPS clients were almost twice as likely to obtain competitive jobs, work at a job for 20 or more hours a week, and earn more total wages than a control group of non-IPS clients.

## **Program Development Support**

Deborah R. Becker, M.Ed., CRC and Robert E. Drake, M.D., Ph.D., from the New Hampshire-Dartmouth Psychiatric Research Center, developed IPS in an effort to standardize and tailor supported employment for people with psychiatric disabilities. Research on IPS began in the early 1990s. Studies of IPS have been conducted nationally and internationally.

## **Contact Information**

For indepth information on this program, please use the contact listed below.

### **Program Developer**

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